

**2013 FCC EEO Public File Report for Charter Communications  
12395 - CM Grand Traverse Cnty MI**

*This Report Covers September 1, 2012 through August 31, 2013*

Total Number of Full-Time Vacancies Filled During This Period: 1  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 8

*Please see attached the Recruitment Source List that includes recruitment source contact information.*

**FULL-TIME VACANCIES FILLED**

State MI  
FCC Unit 12395 - CM Grand Traverse Cnty MI

			Interviewees Referred by Each Recruitment Source	Number Hired
Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy		
1204011	Mgr, Local Sales II	Referral	1	0
		Referral - Dean Rose - Windstorm Marketing	1	0
		Internal Career Portal	3	0
		Referral - Steve Ruby	1	0
		External Career Portal	1	0
		LinkedIn - Talent Finder	1	1
		JobTarget	0	0
		Direct Employers	0	0
		MediaRecruiter	0	0
		Cable360Jobs	0	0
1204011 Total			8	1
Grand Total			8	1

### RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification ?	Total Number of Referrals
Internal Career Portal	1650 Des Peres Rd, Ste 300	Des Peres, MO, 63131	Jaime Versen	314-394-2415	NO	3
External Career Portal	1650 Des Peres Rd, Ste 300	Des Peres, MO, 63131	Jaime Versen	314-394-2415	NO	1
Direct Employers	<a href="http://www.directemployers.org/">http://www.directemployers.org/</a>				NO	0
Hero2Hired	<a href="https://h2h.jobs/">https://h2h.jobs/</a>				NO	0
Job Target	225 State Street, Ste 300	New London, CT, 06320	JobTarget.com	860-437-5700	NO	0
Birschbach Media sales & Marketing / Media Recruiter	9457 SO University #303	Highlands Ranch, CO, 80126	Art Scott	303-400-5150	NO	0
cable360net.com	<a href="http://jobs.cable360.net/employer/login/?goto=%2Fr%2Faccount%2Findex%2Ecfm%3Fsite%5Fid%3D1709&amp;CFID=16795927&amp;CFTOKEN=70fdba867d256087-F1CAD87A-5056-8F3A-">http://jobs.cable360.net/employer/login/?goto=%2Fr%2Faccount%2Findex%2Ecfm%3Fsite%5Fid%3D1709&amp;CFID=16795927&amp;CFTOKEN=70fdba867d256087-F1CAD87A-5056-8F3A-</a>		j.selvidio@jobtarget.com		NO	0
Referral*					NO	3
LinkedIn*					NO	1

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

\* The sources marked with (\*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

**Supplemental Recruitment Initiatives:**

#	Name	Date	Description
1	CTM Training	ongoing	Civil Treatment for managers training designed to provide managers / supervisors the knowledge to better understand fair employment, rights, and responsibilities
2	Effective Hiring and Selection Training	ongoing	Training to help leaders select the most qualified candidate for each position. It covers the principles of behavior based interviewing and how to review and analyze resumes and applications in a fair and consistent manner.
3	IT Training	6/4/13-6/6/13 & 8/20/13-8/22/13	Training for Technical Services associates to increase their job knowledge
4	Lynda.com Training	ongoing	online courses for creative services staff to increase their knowledge and skills
5	PSS Training	5/21-5/23/2013 – Traverse City, MI & 7/23-7/25 - Portland, OR & 8/13-8/15/13 - Helena, MT	Sales Training designed to increase sales executives knowledge of tactics